

THE BEAT



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911 Center rallies to help dispatchers in the Gulf after Hurricane Katrina.

Police Pace Sets Record with 900 Runners

The police department's 14th annual "Howard County Police Pace" fundraiser, a 5K run and one mile walk, set a record this year with more than 900 participants. The Sept. 19 event raised more than \$28,000 for the Howard County Police Foundation's charitable programs. This year, a portion of the proceeds also went to Hurricane Katrina relief efforts.

The event recognizes winners by finish time and age group and awards other participants in specialty categories, such as "Top Cop." Awards also go to the fastest male and female firefighters, teachers, police recruits and Howard County Striders, a local running club that shows great support for the Police Pace each year.



Runners take off in the 14th annual Howard County Police Pace.

In the Commanders Cup category, in which bureaus from the police department compete, Captain Lee Lachman and his northern district team, including PFC Daryn Trout, Officer Tom Trodden, PFC Jeff King and Officer Tyrone Cole, took the prize.

PFC Joe Brown and PFC Cory Jefferson were recognized as the HCPD male and female Top Cops. The overall Top Cop in the event was four-time winner Nathan Nudelman from the U.S. Secret Service. In the "Top Recruit" category, both winners were from the Howard County Police Academy, David Aronovic and Kimberly Solter.

In addition to aiding the hurricane relief effort, proceeds from the event will benefit a number of charitable initiatives, including a college scholarship program to ensure that the children of fallen Howard County police officers can receive a good education. The Foundation also sponsors educational awards, including one given to a Howard County high school senior each year. The group also offers support services to officers and their families whenever tragedy strikes.

The event was great fun for participants and their families. The day included displays of the Howard County police helicopter, police cars and motorcycles, as well as members of the K-9 and the tactical teams. All participants had the opportunity to win prizes, including two round-trip airline tickets from AirTran and a mountain bike from Princeton Sports. *By Sherry Llewellyn*

Chief's Message *by Police Chief G. Wayne Livesay*

Last year, the federal government passed the Law Enforcement Officers Safety Act (LEOSA), enabling active police officers to carry firearms across state lines when off-duty. The law also gave retired police officers the same privilege, provided they are certified by a police agency with their handguns.

Our agency has created a new policy, which takes effect Oct. 15, to appropriately certify our retirees under the new law. It also offers guidance to our officers who may come into contact with off-duty officers from other jurisdictions or retirees who are carrying firearms legally under the law.

Under the new policy, retirees will fill out an application for certification, which can be found on our Web site, www.hcpd.org. Once the application is complete, our personnel section will conduct a background check.

Once approved, retirees will attend a three-hour training session that includes classroom instruction and a firearms qualification course. Applicants must qualify with a mini-

mum score of 70 percent on the written and firearms tests and will receive a certification card.

If you are a retiree interested in applying for certification, visit our Web site or call our human resources bureau at (410) 313-2255. The department will begin setting qualification dates after gauging interest in the program. The application, qualification and record check will be done annually. The police department will maintain each retired officer's certification record.

Officers who come into contact with law enforcement retirees or off-duty officers who are armed will ask for proof of LEOSA certification. HCPD officers will contact their supervisors if they come into contact with someone who does not have a certification card, or who is under the influence of alcohol or drugs.

This is part of our effort to implement the law and offer guidance for our retirees and sworn members. We hope you'll find the process easy to navigate and use.

Department Requires 10 Percent Fuel Reduction

Chief Wayne Livesay issued a mandate Aug. 31 for all officers to reduce their off-duty vehicle mileage by 10 percent, beginning in September. The directive came after months of rising gas prices that resulted in a 19 percent fuel cost increase for the county.

"I feel it is prudent for the department to examine ways to reduce our cost without having a negative impact on our level of service to the community," Chief Livesay said in a memo to employees. "I do not want you to scale back on any of our criminal or traffic enforcement initiatives."

The department conducted an analysis of each officer's gas consumption from May through July in order to measure the 10 percent reduction in September and coming months.

The Chief also encouraged officers to look for ways to conserve fuel while on duty. He suggested that patrol officers conduct additional foot patrols and investigators double up in vehicles, when investigations permit. He asked all officers to eliminate vehicle idling time when possible and closely monitor tire pressure.

"My goal is to be proactive in dealing with this issue and to minimize its impact on our citizens, our budget and our officers," said Chief Livesay in his memo. "I believe that if we all work to meet our fuel conservation goals, we can continue our vehicle program with minimal disruption and be fiscally responsible to the citizens of Howard County."

By Sherry Llewellyn



HCPD Performs Well in Maryland Chiefs' Challenge

The Howard County Police Department's traffic safety efforts were recognized with a 2005 Maryland Chiefs' Challenge award at a ceremony September 19. The Chiefs' Challenge program is an intensive two-month campaign designed to raise awareness about the benefits of safety belt and child safety seat use. The HCPD took home the top prize for its category, agencies with between 301 and 999 sworn members.

From April 5 to June 5, Howard County officers conducted periodic seatbelt and child safety seat checkpoints and inspections, saturation patrols in high traffic areas and fixed patrols near shopping centers, schools and intersections.



The department issued 5,497 seatbelt and child passenger restraint citations during the campaign—nearly 10 percent of all citations issued by the more than 90 participating agencies. PFC William Vogel led the Northern District in citations and PFC Harold Tolbert had the most in Southern District.

The department also was recognized for a program conducted at Bollman Bridge Elementary School in Jessup. PFC Brandon Justice worked with students to create a "Traffic Safety Day" at the school. The group partnered with The Bagel Bin to offer free food coupons to children and parents who arrived at the school buckled-up. The school then held an assembly for all students to help educate them about the importance of traffic safety.

According to the Maryland Committee for Safety Belt Use, statewide seatbelt compliance rose from 89 to 91 percent in 2005. Howard County has an impressive compliance rate of 97.2 percent, up from 93.8 percent last year.

HCPD to Receive Governor's Awards

The police department was recently notified that seven programs or individuals from Howard County have been selected to receive Governor's Crime Prevention Awards for their work during 2005.

The Maryland Community Crime Prevention Institute plans to hold an awards ceremony in December to officially recognize each winner.

The police department is proud of the outstanding work taking place in the department and the community. Congratulations to all of the worthy recipients!

Department-wide Initiatives

Howard County
Police Department

Community Groups and Organizations

Caution Kids

Crime Prevention Programs

Food Delivery Robbery
Prevention

Law Enforcement Officers

PFC Sandra Copley
PFC Ann Giardina
PFC Bonita Linkins
PFC Joseph Walch

This year, the Chiefs' Challenge ceremony included special recognition for former Howard County Police Chief Fred Chaney. Chief Chaney, who passed away in 2002, was honored for his commitment to traffic safety throughout his distinguished career. The Chief Fred Chaney Memorial Award was presented to the Maryland National Capital Park Police in Montgomery and Prince Georges Counties.

The Howard County Police Department has a proud reputation of outstanding performance during the Maryland Chiefs' Challenge. The department's 2005 performance further demonstrated its continued dedication to the program. *By Sherry Llewellyn*



The Devastation in Louisiana and the Gulf Region

Before August 29, it was hard to imagine a circumstance that could create such lawless and chaotic living conditions as that which existed during the weeks following Hurricane Katrina and the flooding of New Orleans. Even September 11, 2001, which was considered one of the greatest emergency situations law enforcement has experienced, did not create the weeks of rioting, violence, and looting that Louisiana has suffered. New Orleans has become the first city to experience how law enforcement can lose control of a city in the wake of a true emergency situation, and proves how important it is to be prepared for such a circumstance.

When the levies broke, police were charged with saving the lives of those stranded in houses and trapped in floodwaters. Even while their own homes were being destroyed—nearly 80 percent of police in New Orleans lost their homes to Katrina—officers came to work to help others. All of the 1,200 officers who returned to work after Katrina, about 550 officers shy of their num-

bers prior to the hurricane, were on duty 24-hours a day for 11 days straight, catching sleep and finding food wherever they could. Many succumbed to infections they contracted from wading in the toxic waters. Others were devastated as they had to pull people and bodies of friends and acquaintances from the water.

In addition to saving lives put in jeopardy from the natural disaster, the police also were suddenly faced with protecting people from rampant crime. Police faced resistance and gunfire, and were forced to stop their rescue efforts in order to face the lawlessness that had taken over parts of the city. With the assistance of tens of thousands of National Guard troops and police from around the United States, New Orleans was finally able to regain control. However, the weeks of chaos and disorder will not soon be forgotten by law enforcement agencies across the country. *By PFC Jennifer Reidy*

Even while their own homes were being destroyed—nearly 80 percent of police in New Orleans lost their homes to Katrina—officers came to work to help others.



Howard County Community Readiness Week: Oct 16-22

Howard County Executive Jim Robey has announced October 16-22 as the county's first "Community Readiness Week" to heighten awareness about the importance of both individual and family disaster preparedness. The effort, which is being conducted in cooperation with the Community Emergency Response Network (CERN), has been in the planning stages since late spring, but now seems especially well-timed in the wake of the Hurricane Katrina disaster.

"Like so many other local jurisdictions in the Baltimore-Washington Region, Howard County takes emergency preparedness very seriously," Robey said. "Whether the disaster is man-made as it was on September 11, 2001, or natural as it was with Hurricane Katrina, they can strike quickly and, in some instances, with little or no warning. As local elected officials, it is our responsibility to make sure those who work here, those who call Howard County 'home' and even those who are visiting, are prepared and protected."

Outreach for the awareness effort asks the question "What's *Your* Plan Howard County?" Various community partners, all members of CERN, will host activities throughout the week concentrating on ways individuals can and should accept some of the responsibility for their own safety and that of their family's, if disaster strikes.

"We're asking each person in Howard County to find at least one way to be better prepared," said Fire Chief Joe Herr who heads up Howard County's Office of Emergency Management. "Putting together an in-home emergency supply kit or re-evaluating and updating the one you already have is certainly our foremost recommendation. Even a simple dinner conversation about 'what to do if' will help improve your family's situation if a disaster strikes. We want the public to understand that local officials will do all they can to help in an emergency; however, we may not be available to every individual immedi-

ately. By planning ahead, people can take some of the responsibility for their own safety."

According to CERN Chairman Richard Krieg, the awareness effort underscores that organization's efforts to support government disaster planning through coordination of its member's emergency plans and resources. "Howard County is light years ahead of many other communities in a number of preparedness areas," he said. "One of those is full engagement of the broader community in joint planning with front line responders."

"By communicating a consistent message of readiness across the county through the vast network of CERN members we hope to amplify our government's preparedness message," Krieg stated. "Working in concert with key agencies toward strategies that will make us a stronger community in times of disaster, helps Howard County ensure a coordinated, county-wide approach to its disaster response plan."

CERN was established in 2002 in response to the County's escalated disaster planning efforts in the aftermath of the September 11, 2001 terrorist attacks. Designated by Executive Robey as the official Citizens Corps for Howard County, CERN's membership includes

representatives from county government, the public school system, the public library system, Howard Community College, Howard County General Hospital, non-profit human services organizations, the business community and more. The organization has been recognized several times by the Federal Office of Homeland Security for "best practices" in terms of similar groups operating nationwide. For more information about CERN visit www.cern.us.

At press time, the county was preparing to release a complete schedule of Community Readiness Week activities.

This article was re-printed from a news release issued by the Howard County Public Information Office.

What's Your Plan Howard County?

We know your family is very important to you. That's why we're sure you will take the time to better prepare for their safety. It's as easy as a dinner conversation about what to do if... or taking the time to finally put together that in-home emergency supply kit... or attending a workshop to learn about setting up a neighbor-to-neighbor program. So let's all find at least one way to be better prepared during...

**COMMUNITY
READINESS
WEEK**

October 16 - 22, 2005
Call 410-313-2022 to learn more.

A countywide, community focus on preparing for emergencies
sponsored by Howard County Government and CERN.

READY

Be responsible. Be ready.

911 Center Rallies to Help Katrina Dispatchers

By Lt. A.J. Bellido de Luna, Communications Division

As the aftermath of Hurricane Katrina came to bear, members of the 911 Center were awed at the destruction. In the days that followed, stories filled the air of the government's inability to deal with the issues and the need to help others was clear.

The communications staff was certain that dispatchers in the affected areas, who were spending time helping others, would not have time to think of themselves. For this reason, Dispatchers Amy Sanchez, Debora H. Saunders and Kristin Harvey put their heads together and were able to get through to FEMA's Operation Center.

It was clear that many dispatchers had lost everything: homes, clothes, uniforms and more. The team identified a 911 Center in the Gulf area that operates very much like Howard County's center—Biloxi, Miss. A plan was quickly put together and submitted for approval. The entire Howard County 911 Center banded together to help provide assistance.

The first shipment of 15 boxes filled with uniforms, undergarments and toiletries was shipped to Biloxi on Sept. 21. Dispatchers and staff turned in their old uniforms and purchased the personal items, and the department paid for the shipment. Members of the 911 Center plan to continue to send needed items in the coming weeks

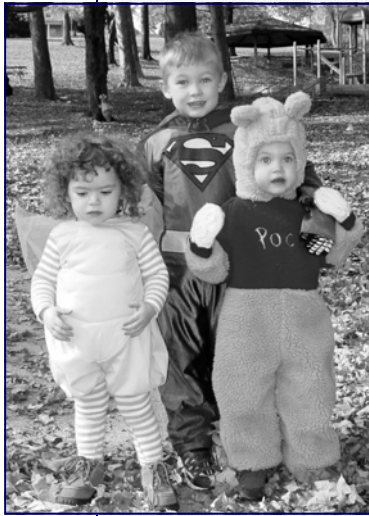


911 Center employees Kristin Harvey (left), Lt. A.J. Bellido de Luna and Amy Sanchez prepare a shipment of supplies for dispatchers in the Gulf region.

Police Prepare for a Safe and Fun Halloween

Howard County police will be out in force on Halloween to help ensure a safe and fun evening for children throughout the county. Officers will target residential neighborhoods to increase visibility, prevent vandalism and ensure that children stay safe. Police also will conduct speed enforcement activities and be on the lookout for drunk or impaired drivers.

In an effort to prepare for a safe Halloween, the police department offers the following tips to parents and children:



- Encourage children to trick-or-treat before dark. After dark, an adult should carry a flashlight and choose well-lighted streets.
- Wear costumes that are short, snug and flame retardant. Flowing sleeves, capes and skirts can cause children to trip and can catch fire if they brush against candle flames. Be sure to wear light colors or reflective tape.
- Avoid masks that can obstruct vision. Use face paint instead or make sure mask eye holes are wide enough.
- Discourage the use of fake knives, guns and swords, as they may result in aggressive behavior. If these types of props are used, be sure they are made of flexible materials such as foam or rubber.
- Stay in groups while trick-or-treating and make sure young children always are accompanied by adults.
- Teach children that they should NEVER go into a stranger's home or car.
- Eat dinner before trick-or-treating to prevent the urge to eat treats before they have been inspected by parents. Never eat treats that have been opened.
- Leave porch or other outside lights on to make clear that trick-or-treaters are welcome.

The Howard County Police Department wishes everyone a safe and happy Halloween! By Sherry Llewellyn

Citizens' Police Academy Begins October 10

The Howard County Police Department will sponsor a 10-week Citizens' Police Academy beginning Oct. 10. Classes will be held Monday evenings from 7 - 9:30 p.m. at the Gateway Building in Columbia.

The curriculum for the Academy will provide participants with an overview of the police department, as well as insight into the training that every police officer must complete to receive certification.

Participants will learn about the organizational structure of the police department; the mission, role and values of the agency; community policing concepts; criminal procedural law; criminal investigation techniques; evidence collection procedures; traffic law enforcement; drug enforcement; crime prevention programs; youth programs; and use of force issues. Participants also will engage in practical exercises, including driver training, firing range activities and a patrol ride along opportunity.

While the October academy class is full, the department will host another academy in March and is accepting applications. An applicant must be at least 18 years old, a resident of Howard County and have no criminal record. For more information, citizens should contact the Education and Training Division at 410-313-6080 or visit the police department's Web site at www.hcpd.org.

HCPD *FIT*: Physical Therapy

Do you suffer from chronic back pain? Are your shoulders always sore? Are you having problems with your knees or hips? HCPD *FIT* will be presenting free physical therapy assessments to all employees in October. Physical therapists will work one-on-one with employees to identify problems and help employees achieve optimal health and wellness. The goal of the program is to enhance each employee's ability to perform daily tasks, exercises, athletics and recreational activities. Therapists also hope to help reduce pain and improve posture, strength, coordination and movement for participants.

Treatment sessions will last 15-30 minutes, depending on overall demand. These private, discreet sessions will be conducted by scheduled appointment only. Contact PFC Vic Selvaggi at 410-313-6087 to schedule an appointment.

Screenings will be held Monday, Oct. 17, 8 a.m. to 12 p.m. in the Northern District Community Room and Thursday, Oct. 20, 12 p.m. to 4 p.m. at Southern District Debriefing.



Animal Control Posts Adoptable Pets on Web

Thinking about adopting a pet? Howard County Animal Control is posting animals available for adoption on the police department's Web site, www.hcpd.org.



The list, which includes dogs and cats of varying breeds and age, is updated regularly. The site offers photos and descriptions of each animal.

A pet is a commitment for 10-20 years, and the decision to bring one into your home and life should not be made lightly or on the spur of the moment. But if you and your family are ready for the responsibility, a pet can be a wonderful addition to your life—a trusted companion and part of the family.

If you are interested in adopting an animal, visit the HCPD Web site or call Animal Control at 410-313-2780. *By Sherry Llewellyn*

Civilians of the Quarter

Kimberly Grap and Debbie S. Saunders were selected as the co-recipients of the Civilian of the Quarter award for the second quarter. They were jointly chosen for their outstanding efforts that led to a successful CAD upgrade in the dispatch center.

CAD Upgrade: Grap and Saunders were assigned in April to work full-time on the Computer Aided Dispatch (CAD) upgrade project. Together, they were charged with testing the functionality of the system prior to the upgrade in August to identify any problems.

Over the four months they tested the system, they logged 81 problems, which were reported to the manufacturer and fixed before the changeover. Thanks to their efforts, the department has received the first upgrade in 10 years to be delivered on time and without major problems.

Emergency Medical Protocol: Grap and Saunders also were tasked with the integration of the Emergency Medical Protocol (EMP) into the new CAD system. They worked with vendors to create a version of the program that would integrate fully with the current CAD system. Dispatchers are now able to field an emergency medical call with instructions given to them through the computer instead of using flip-cards, which saves valuable time.

Training: The pair also was charged with creating several training manuals, including a CAD manual for experienced dispatchers, one for new dispatchers, one on the EMP program and another on a new radio system. They were also responsible for teaching the new programs to all dispatchers. This was a huge job in addition to their other responsibilities and both dispatchers went above and beyond their normal duties to complete the task.

*Dispatchers
Kimberly Grap
(right) and
Debbie S.
Saunders
(below) were
jointly chosen
as Civilians of
the Quarter.*



The police department thanks these two award winners for their outstanding efforts. *By PFC Jennifer Reidy*

Looking for a Few Good Auxiliary Officers

The Howard County Police Department is looking for a few good volunteers to join its Auxiliary Officer Program. Auxiliary officers perform a wide variety of support services for the police department and the citizens of the county. Selected candidates receive free uniforms, free professional training and specialized equipment. If you are looking for a rewarding way to volunteer your time and be a part of the HCPD family, join us and see what kind of difference you can make.

Applications to join the department's auxiliary program must be submitted to Human Resources no later than Nov. 16. The auxiliary police academy class will be held on Saturdays from March 18 to May 13. For more information on the program, visit the HCPD Web site at www.hcpd.org or call Lt. Mike Price at 410-313-4789.

New Arrivals

Congratulations to Officer Mark Taylor and his wife Tandra, on the birth of Quincy Taylor. Quincy was born on Aug. 16, weighing in at 6 lbs., 14 oz.

Cpl. Mike Williams and his wife Traci are the proud parents of a new baby boy, Tanner Michael Keith. Tanner was born on Sept. 16 and weighed 7 lbs., 11 oz.



PFC Jason Dicerbo Named Police Officer of the Month

Police Officer First Class Jason Dicerbo was selected as the Police Officer of the Month for July.

Early in the month, PFC Dicerbo located two suspects involved in a shoplifting incident from a store at the Columbia Mall. Not only did PFC Dicerbo recover the stolen items, he also discovered that the suspects had shoplifted from five other stores at the mall. The stolen merchandise was returned and the suspects were arrested for the series of thefts.

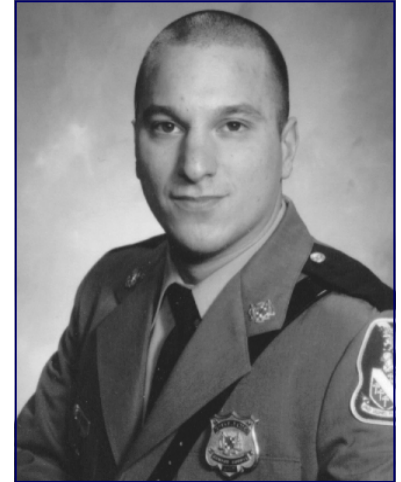
In another case, PFC Dicerbo investigated a series of assaults that were occurring in the Columbia area. The suspects had been driving around shooting pedestrians with paintball guns. PFC Dicerbo was able to get a tag number from a witness who saw one of the shootings take place. He found the vehicle owner and identified all of the suspects, who were charged with the assaults.

Later in the month, PFC Dicerbo assisted traffic officers working an event at Merriweather Post Pavilion in Columbia. The officers observed a vehicle commit a traffic violation and believed the driver was possibly under the influence of drugs or alcohol. PFC Dicerbo responded

and conducted sobriety tests on the driver, while a K-9 officer scanned the vehicle for any evidence of drugs. The driver and passengers of the vehicle were all later arrested after PFC Dicerbo found suspected marijuana and drug paraphernalia in the car.

Throughout July, PFC Dicerbo made 16 arrests, including two for drunk driving. In addition to writing 64 reports, PFC Dicerbo made 55 traffic stops and conducted 29 foot patrols and 89 business checks.

PFC Dicerbo is a consistent and productive officer who demonstrates initiative, professionalism and dedication to Howard County. The department congratulates him on a job well done. *By PFC David Proulx.*



PFC Jason Dicerbo

From the State's Attorney's Office:

How to charge when someone gives a false name



The State's Attorney's Office has recently experienced problems in the charging of defendants who have provided a false name to the arresting officer.

Under Criminal Law Article Section 9-502, it is illegal for a person who is under arrest to make a false

statement to a law enforcement officer regarding his/her identity, address or date of birth. It is also illegal to give a false name during a traffic stop.

If a defendant makes a false statement regarding his identity, it is important that the defendant's name as listed on the charging document read as follows: "true name, a/k/a false name." The defendant should not be charged solely under the false name.

If you determine after the charging document has already been completed and presented to the Commissioner that the defendant has given a false name, please notify Michael Weal, Chief of the District Court Division of the State's Attorney's Office by e-mail as soon as possible so that the charging document can be amended prior to trial.

If you have any questions regarding this procedure, feel free to contact Michael Weal or Leigh Kessler in the State's Attorney's Office.

By Assistant State's Attorney Leigh Kessler

HCPOA Golf Team Supports Metro Crime Stoppers in Golf Tournament



Cpl. Matt Tanis, PFC David Proulx, PFC John Dorsey and DFC John Mould (*pictured, left*) played in the Metro Crime Stoppers fundraiser golf tournament at the Woodlands Golf Course Sept. 14. The HCPOA team posted a fourth place finish on the leader board.

The members of the HCPOA team were among 48 golfers who participated in the tournament, which raised money for the Metro Crime Stoppers "tips for cash" program.

The program is region-wide and includes Anne Arundel, Baltimore, Harford and Howard Counties and Baltimore City. Anonymous callers provide tips by calling a 24-hour Hotline and become eligible for a cash reward if their information leads to the arrest or indictment of a suspect involved in an unsolved crime. Since 1981, Metro Crime Stoppers has paid out more than a half-million dollars in reward money and helped police identify and arrest more than 1,800 criminals.

By PFC David Proulx

Chaplain's Corner *by Police Chaplain Lisa A. Blake*

There Is Hope!

You are in the midst of a terrible situation, which seems absolutely hopeless. This situation has you *feeling* that no one really cares about you or what you are going through; *thinking* that you will never have any joy or peace; *believing* that everyone is against you and no one is on your side; *assuming* that your life is going to get worse before it gets better; and *wondering* if anything good is going to happen or just what the future holds for your life.

In our personal, as well as professional lives, it is inevitable that we will have problems and troubles. This earthly life was not designed to be easy, a bed of roses, a day at the beach, free from trouble, or without pain and suffering. There are no exemptions or exceptions. No one can completely avoid or totally escape. In this life, on this earth, there will be undesirable situations that you must face and go through.

The good news is: *there is hope!* Hope is more than just wishful thinking. Hope is anticipation of a favorable outcome. Hope gives you courage and strength to face the future with confidence and determination to endure your problems and troubles. No matter what your terrible situation is, remember: *there is hope!*

**October
Dates to
Remember**

**10
Columbus Day**

16-22

**Howard County
Community
Readiness Week**

17-18

**HCPD FIT: Physical
Therapy Sessions**

24

Civilian Picnic

31

Halloween

Retirees' Beat *by retired HCPD Lt. Timothy Branning*

It appears that all of our members in the Carolinas survived Hurricane Katrina with little or no damage. I heard from **Steve Keller** on the Outer Banks, where they received some wind and heavy rain, but no damage. Steve has been in touch with **Dave Richards** in Sneads Ferry and he fared just as well. **Jimmy Dawson** reports no damage to his new home in Murrell's Inlet, S.C. I hope that all of our retired friends in the South made out just as well.

Remember **Jack Cugle**? Jack was with the HCPD in the early and mid 70's. Jack is now the owner of the Inn at Roop's Mill in Westminster. I spoke with Jack at **Bob Mathews's** funeral where he stated he was fixing up an old mill in Carroll County, hoping to convert it into an inn. Word is that he followed through on his words and the Inn at Roop's Mill is open for business.

Congratulations to **Meredith Neubauer**, daughter of **Rhonda** and the late Lieutenant **Roger Neubauer**. Meredith recently passed the North Carolina bar exam. Rhonda is especially proud because Meredith, despite being in school, spent many days and evenings with her dad during his long illness. She also worked a full-time job during her entire four years in school! Rhonda, who works for the

Howard County Bureau of Highways, is very proud of Meredith and wanted to share this information with her extended HCPD family.

I came across the old photo shown here and thought you might enjoy seeing it. Best I can determine, it was the group photo from an interview and interrogation class in the mid or late 1970s. If anyone can better date the picture, let me know. If anyone wants a copy e-mailed, contact me. Included in this photo is **Ted Wolf**, who was assigned to MSP Waterloo barrack and was tragically murdered during a traffic stop on I-95 in March, 1990..

The retirees' Bull & Oyster Roast is scheduled for Saturday, Nov. 12. Pit beef, oysters on the half shell, fried oysters, chicken, beer and, soda are all on the all-you-can-eat menu. Cash liquor bar, gaming wheels, 50-50 chance and pull-tabs will be sold. Music for dancing from 8 p.m.-midnight by disc jockey PFC Joe Walch.



This group photo from an interview and interrogation class was taken in the 1970s.

HCPD Civilian Picnic, Oct. 24

All civilian employees are invited to join Chief Wayne Livesay as he hosts the annual HCPD Civilian Picnic on Monday, Oct. 24 from 11 a.m. to 1:30 p.m. at Pavilion H in Centennial Park. Come enjoy great food and camaraderie! The Chief will make the presentation of the Civilian of the Quarter award at the event, which will also serve as the third quarter civilian meeting. Supervisors will help to ensure that all civilian employees have the opportunity to attend for the food and festivities.

HCPD Launches New Recruiting Strategy

The police department's recruitment section has developed a new look and new marketing strategy to attract the best possible applicants. The theme, "Who Do You Want To Be?" is carried throughout the campaign, which includes a new banner, re-designed postcards and a new vehicle.

The recruitment section soon will receive a new black Chevy Tahoe that will be equipped with the complete police package. The SUV will be marked with eye-catching photos and the "Who Do You Want To Be?" message.

The section has purchased a 4 x 8 ft. banner (*pictured, right*) to display at recruitment events. The banner features photos of HCPD officers from various sections and specialties throughout the department. The marketing effort also includes new postcards, posters and additional banners, all of which follow a similar look and design. A new recruitment book is in the works to help familiarize potential applicants with all that HCPD has to offer.

The department is planning for two upcoming police academy classes—one in January and one in July. The section now offers the written exam to prospective recruits every Wednesday, instead of only selected Saturdays. The change has been very successful and has increased the pool of applicants significantly.

The recruitment section welcomes your ideas and referrals. Contact them if you know of an upcoming job fair, community event or private function where recruiting might be appropriate. Also let them know if you have a family member or friend who is interested in employment, you would like to become a part-time recruiter or you have any suggestions that might help improve their recruitment efforts. *By Sherry Llewellyn*



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*Submissions or suggestions
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sllewellyn@co.ho.md.us.*

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www.HCPD.org.**

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